

Comparisons of Job Characteristics

Focus Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation: Human Resources Specialists (13-1071)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 79

Focus Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation: Human Resources Specialists (13-1071)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Personnel and Human Resources	5.6	18.7	23.1	>>	Current knowledge level is likely more than sufficient
English Language	11.2	16.2	18.4	>	Current knowledge level is likely sufficient
Customer and Personal Service	11.3	16.0	13.4	<	Expanded education and/or training may be required
Clerical	7.3	13.3	12.1	0	Current knowledge level may be sufficient
Sales and Marketing	5.2	11.4	8.4	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation: Human Resources Specialists (13-1071)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Speaking	10.8	14.0	14.4	0	Current skill level may be sufficient
Reading Comprehension	10.7	13.8	15.5	>	Skill level is likely sufficient
Active Listening	11.0	13.7	14.8	0	Current skill level may be sufficient
Social Perceptiveness	9.1	11.6	13.6	>	Skill level is likely sufficient
Service Orientation	7.9	10.8	8.6	<	A higher skill level may be required
Management of Personnel Resources	6.9	9.1	12.4	>>	Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 94			
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Human Resources Specialists (13-1071)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.9	15.4	0	Current ability level may be sufficient
Oral Expression	12.4	14.8	15.7	0	Current ability level may be sufficient
Written Comprehension	11.0	13.4	15.4	>	Current ability level is likely sufficient
Speech Clarity	10.2	13.0	13.0	0	Current ability level may be sufficient
Written Expression	9.8	12.9	15.4	>	Current ability level is likely sufficient
Speech Recognition	9.9	12.8	12.8	0	Current ability level may be sufficient
Near Vision	11.1	11.8	12.3	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 73
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Human Resources Specialists (13-1071)		
Work Activities	Exclusivity of Activity	
Assess staff or applicant skill levels	84	
Compile information through interviews	68	
Consult with managerial or supervisory personnel	60	
Establish recruiting procedures	95	
Make presentations	13	
Obtain information from individuals	24	
Understand government labor or employment regulations	87	
Use computers to enter, access or retrieve data	3	
Use interviewing procedures	23	
Use knowledge of investigation techniques	16	
Use psychological assessment tools	82	
Use public speaking techniques	13	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 83

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Human Resources Specialists (13-1071)

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.